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AGENDA

FOR

PROFESSIONAL SELECTION PANEL

27th Meeting, 29 April 1953, 2:30 P.M.  
Room 117, North Building

1. Minutes of 26th meeting of 22 April 1953
2. Cases with action pending:
  - ✓ a. Case No. 10 (Advisor for Security)
  - ✓ b. Case No. 26 (Advisor for Training)
  - ✓ c. Case No. 42 (Executive Secretary)
  - ✓ d. Case No. 47 (Executive Secretary)
3. Executive Secretary's Report of CIA Career Service Board Action on Professional Selection Panel recommendations
4. Discussion of the Panel's responsibility for developing suitability criteria
5. New Business

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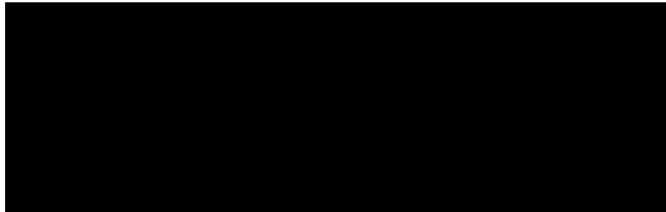
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MINUTES  
OF THE  
PROFESSIONAL SELECTION PANEL

27th Meeting, 29 April 1953, 2:30 P.M.  
Room 117, North Building

Present: Messrs.



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1. Minutes of the 26th meeting held on 22 April 1953 were approved.
2. The following cases with action pending were considered:

a. Case No. 10

This case was withdrawn from Panel consideration by the advisor for Security on the basis of action being taken by the Security Office.

b. Case No. 26

The advisor for Training reported that the Panel's recommendation had been followed and that the Placement Branch PD(C) is arranging an appropriate reassignment. Case No. 26 will remain a pending case until a recommendation of suitability has been made.

c. Case No. 42

The Executive Secretary reported that the Office concerned has decided that this individual is too far advanced in his career to materially benefit from the Junior Officer Training Program. The Office and the Personnel Office have agreed to hire this individual at GS-9 rather than GS-7 as originally intended. Case No. 42 is no longer a pending case.

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d Case No. 47

The Executive Secretary reported that the individual has been requested to come to Washington for a pre-employment medical examination, but since she has not replied, the final arrangements have not been made.

3. The Chairman discussed the background and probable effect of action taken by the CIA Career Service Board at its 23 April 1953 meeting. The Board established the policy that no one will be hired or retained in the Agency who is disapproved by the Panel except by action of the DCI with the advice of the CIA Career Service Board. The Board directed the Panel to restrict its consideration of cases to those arising on individuals who are entering professional positions. The Board referred the Panel's "Report on the Process of Selecting New Career Employees" to the individual Office Career Service Boards for comment.

4. The Chairman proposed that the Panel hold a special meeting on Friday, 10:00 A.M., 8 May 1953 in Room 146, South Building/since changed to DCI Conference Room in the Administration Building/ to which a representative of each office Career Service Board will be invited. The purpose of this meeting is to explain the Panel's conclusions and recommendations regarding the terms of entrance into the Career Service as stated in the "Report on the Process of Selecting New Career Employees". In addition, the Panel will attempt to answer any questions concerning the Panel's activities.

5. The Panel agreed that it will use its present list of criteria when examining future cases. Each member will indicate his reasons, in terms of the listed criteria, at the time he marks his ballot. These reasons will be discussed, in terms of the testimony presented, in an attempt to validate the present criteria or to develop new ones.

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6. The DD/A member pointed out that the memorandum transmitting the "Report on the Process of Selecting New Career Employees" to the Office Career Service Boards is in error in implying a significant relationship between the conclusions and recommendations and a RIF procedure. He indicated that this reference may be misleading to the Offices. The DD/A member also pointed out some of the technical difficulties in applying a trial-service period to a veteran who has previously completed a probationary period in the Federal Service. The Panel took under consideration the advisability of a Panel review for all applicants who are veterans and have completed a probationary period.

7. The Panel agreed that it will continue to maintain its records as in the past. In the event of an appeal, the necessary material will be developed for the case appealed.

8. The meeting was adjourned at 3:50 P.M. to reconvene at 2:30 P.M., 6 May 1953.

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